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27 February 1967

P-13

MEMORANDUM FOR: Director of Personnel

SUBJECT : Expanded Retiree Placement and Counseling Program

REFERENCE : Memo dtd 20 Feb 67 to ExDir-Comp fr D/Pers, same subj

1. I have approved in principle the recommendations contained in paragraph 9 of referent memorandum.

2. There are two parts of the referent memorandum, which were not included in the recommendations, on which I offer comments.

a. Paragraph 5.c.(4)--I do not object to contract employment in appropriate cases. I do have serious reservations about a strong reliance on contract or proprietary employment such as this paragraph advocates. I fear that too many people approaching retirement will expect the Agency to provide a contract or proprietary job and that there will be a tendency to find such jobs without a strong justification for them. In addition, I think that enforced rotation of contract positions of long duration would not be very practicable.

b. Paragraph 6--Training for post-employment should indeed be explored promptly and thoroughly. We must, of course, ensure that any such training is legal and at the same time, as a practical matter, must guard against creating inequities between those personnel retiring under the Civil Service Retirement System and those retiring under the CIA Retirement System.

3. I have no alternative but to conclude that neither the Deputy Director for Support nor the Director of Personnel yet appreciates

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the importance which the Director attaches to our "outplacement" program. On 15 November 1966 he requested that I look into this problem and take whatever action was necessary to ensure that we had a going and effective program. That same day I discussed this with representatives of the DD/P, DD/S, and Office of Personnel and sent a memorandum to the DD/P and DD/S. On 7 December I met with the DD/S and the Director of Personnel to explain the Director's concern and desires. At that meeting it was agreed that the Director of Personnel would prepare an appropriate presentation for Agency consideration. This presentation was given to representatives of the directorates on 20 December. As a result of this meeting it was agreed that we would push forward with a vigorous program and that there were certain actions, such as making a concerted effort to investigate teaching possibilities, that could be taken almost immediately.

4. Exactly two months later the Director of Personnel made certain recommendations in principle. Since we have supposedly had a Retiree Placement and Counseling Program for several years, I think the Director has every right to expect that recommendations for expansion of the Program would be submitted in a much shorter time. The time for action is long overdue.

[REDACTED]

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L. K. White

Executive Director - Comptroller

Attachment

Referent memorandum

cc: DD/S

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1	Director of Personnel 5E56 HQS		
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	ACTION	DIRECT REPLY	PREPARE REPLY
	APPROVAL	DISPATCH	RECOMMENDATION
	COMMENT	FILE	RETURN
	CONCURRENCE	INFORMATION	SIGNATURE
Remarks:			
<p>Concerning our discussions as to how to staff this Program, please come up with a breakdown of Program responsibilities within the <u>next two days</u> so we can have a joint meeting with Des FitzGerald.</p> <p style="text-align: right;">[Redacted Signature]</p> <p style="text-align: right;">R. L. Bannerman</p>			
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FROM: NAME, ADDRESS AND PHONE NO.			DATE
Deputy Director for Support 7D26 HQS x-5454			27 FEB 1967
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FORM NO. 237
1 APR 55Replaces Form 30-4
which may be used.

EYES ONLY

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